



SUSTAINABILITY

2021 REPORT



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HYDRITE



A LETTER FROM OUR PRESIDENT



The word “unprecedented” may have become overused, but it still provides a good description of 2021. We have seen a continuing pandemic, staggering supply chain shortages, a reemergence of inflation, and a wide-spread labor shortage. To a person, we have all been impacted personally and professionally in these challenging times.

I am proud to say that our employees have been able to navigate these challenges to provide exceptional customer service while devoting time and energy toward making our business more resilient and sustainable.

Since 1929, Hydrite has been a family-owned business with a mission of employee empowerment and exceptional customer service. Along with our mission, we’ve long recognized the need for supporting our local communities and the responsibility we have for our environment. These values have defined our culture and establish the framework for our sustainability initiatives.

In this, our second Sustainability report, we look back at 2021 and forward toward the future. In 2021, we:

- **Rewarded our people:** In addition to making our 69th consecutive annual profit-sharing distribution, we’ve updated our benefit package and provided greater flexibility to our employees.
- **Better quantified our footprint:** We completed an assessment of the energy and water use and the waste generated at our facilities. The data we gathered will enable us to identify projects for this year and in years to come.
- **Invested in clean energy:** We initiated a solar project at our site in Visalia, California to reduce our carbon footprint.
- **Supported our communities:** Despite the pandemic’s impact, our employees managed to complete over 550 hours of volunteering; we also surpassed 50 years of giving to the United Way.

With the momentum generated over the last year, we are excited to continue our sustainability journey in 2022. This year we will continue to grow our Hydrite Helps volunteer program and expand our financial support for our communities. In addition to the solar project, we expect to complete several projects including a new energy efficient sulfur products manufacturing process at our Terre Haute facility and the installation of semi-automated container filling at our Oshkosh facility to improve efficiency and ergonomics.

As we look toward our 100th year in business, we know that our sustainability initiatives will only grow in importance to us, our employees, our customers, and to the communities in which we operate. We are excited to continue our engagement with these important stakeholders as we proceed down a path of responsible growth.

Kevin Honkamp
President

ABOUT HYDRITE

HYDRITE'S VISION To provide creative solutions through chemistry and manufacturing to enhance our customers' profitability.

HYDRITE'S MISSION To empower employees to be accountable and responsible for their efforts and attitudes to guarantee 100% customer satisfaction.

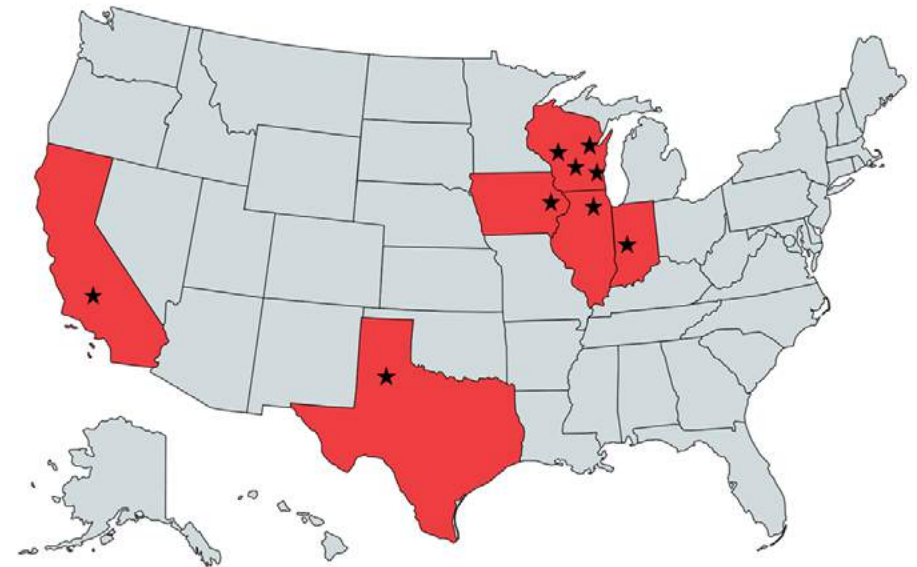
GREAT TEAMS START WITH GOOD CHEMISTRY

On February 5, 1929, Hydrite began as a supplier to the tanning industry in Milwaukee, Wisconsin. Today, Hydrite celebrates 93 years in business as one of North America's largest independent distributors and manufacturers of specialty and industrial chemicals.

We offer products and expertise in agriculture, biofuels, energy solutions, food processing, graphic arts, mining, paints, coatings, inks, adhesives, personal care, pet food, and pulp and paper.

Hydrite operates with a network of manufacturing facilities, warehouses, and laboratories in six states and nearly 1,000 employees throughout the United States. Our strength lies in the technical capabilities, entrepreneurial spirit, and experience our people bring to our organization and customers.

Through creativity, research and development, and engineering, our highly trained staff provides high-quality creative solutions and exceptional customer service specialized for our customers' unique operations.



HYDRITE CORPORATE OFFICE
BROOKFIELD, WI

TECHNICAL CENTER
MILWAUKEE, WI

PLANTS & WAREHOUSES

MILWAUKEE, WI
COTTAGE GROVE, WI
LA CROSSE, WI
OSHKOSH, WI
TERRE HAUTE, IN
UNIVERSITY PARK, IL
WATERLOO, IA
LUBBOCK, TX
VISALIA, CA

2021 HIGHLIGHTS

Peracetic Acid (PAA) Solutions

The chemistry behind peracetic acid (PAA) gives it the potential to be a unique, sustainable solution for our customers. PAA is a highly effective disinfectant and antimicrobial agent used for a variety of applications across many markets and industries including agriculture, food processing, water treatment, dairy, industrial manufacturing, and more. When PAA is applied to a process it quickly degrades into non-harmful byproducts, acetic acid (a component found in table vinegar) and water. The residual acetic acid eats away at any inorganic scale and then breaks down into carbon dioxide and water. In 2021, Hydrite was successful in introducing PAA to support new markets, resulting in **less waste from alternative products and reduced energy consumption.**

Industry Collaboration

Hydrite works with various organizations to stay up to date with regulatory requirements and industry standards. These organizations also provide education and professional development opportunities through their conferences, webinars, and training courses. Some notable 2021 collaborations include:

- National Association of Chemical Distributors (NACD)
- Omni-Chem
- Safe Quality Food Institute (SQF)
- International Association of Food Protection (IAFP)
- ISO 9001:2015 Certified
- Growth Energy - America's Ethanol Supporters
- Institute of Food Technologists
- International Dairy Foods Association
- University of Wisconsin Foundation Food Research Institute

Community Involvement

Hydrite has been proud to support the United Way and its mission to improve lives and create lasting positive change for over 50 years. **In our 2021 campaign, we were able to raise more than \$144K for United Way, a record for Hydrite.**

HYDRITE'S CORE VALUES



INTEGRITY

Ensuring the success of our customers through innovation, creativity, and hard work will strengthen our future



INNOVATION

Hydrite is a privately held, for profit, diversified, entrepreneurial organization that strives to use resources responsibly



QUALITY

Total commitment to quality and continuous improvement every day through our people, products, and services



PEOPLE

Honesty, character, fairness, and trustworthiness are the foundation of our relationships



RESPONSIBLE GROWTH

Excellence, accountability, and contributing to a safe environment will be rewarded

MILESTONES

Five Hydrite facilities achieved **major safety milestones in 2021.** Each of these facilities has had more than 365 days of operation since its last OSHA recordable incident.

2021 HIGHLIGHTS

New Company Headquarters

Hydrite had the opportunity to design a new corporate headquarters that offers an improved employee experience, increased opportunity for growth, and a **sustainable design**.

This building features a significant amount of **high-quality collaboration space**, fully wireless connectivity, and a café to provide employees with a place to enjoy socializing with their coworkers. To help **reduce our environmental impact**, we invested in enhanced stormwater management, low-flow plumbing fixtures, efficient LED lighting, and a refined HVAC system.

To further reduce the building's impact, we selected low-e and recycled glass for windows, recycled aluminum, and locally available natural clay masonry for the building's facade. A Green Globes® assessment by a third-party is currently taking place to rate the environmental performance of this building.



We are proud to have such a functional, environmentally-friendly place to call home as Hydrite moves toward its **100th year of operation**.



A photograph showing four hands, two in light-colored suits and two in dark blue suits, cupping a small green seedling with soil. The hands are positioned around the plant, symbolizing care and growth. The background is a neutral, light brown color.

SUSTAINABILITY AT HYDRITE

With a focus on our people, our environment, our customers, and our community, we are committed to empowering our employees to make the world a better place.

SUSTAINABILITY AT HYDRITE

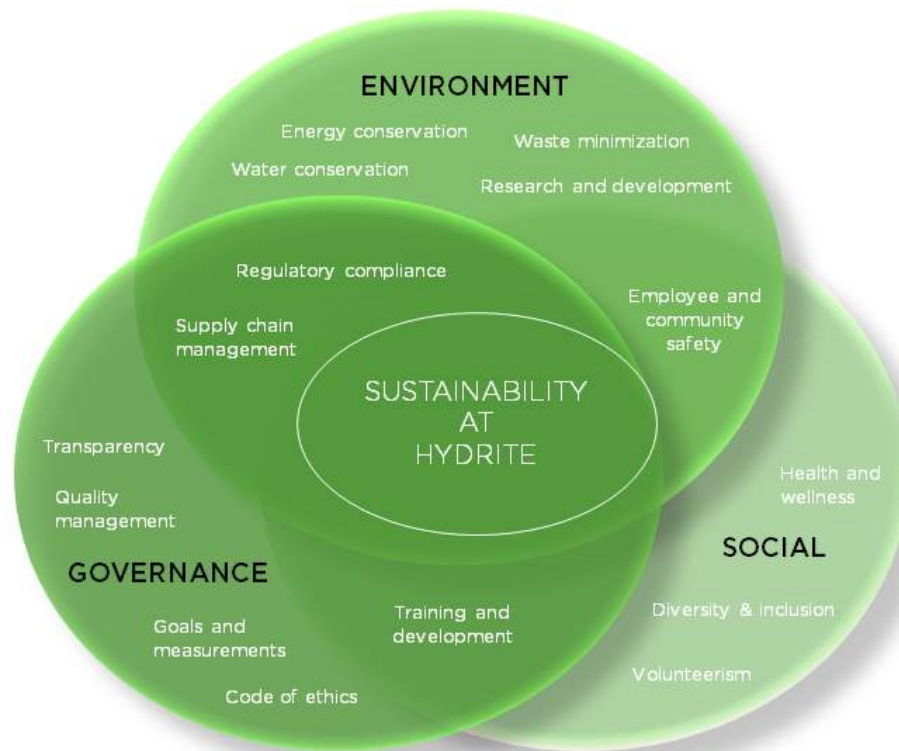
Our Sustainability Vision

Empowering employees to positively impact the environment and the communities in which we live.

We recognize our responsibility to engage in efforts to ensure the success of future generations. The integration of our company vision, mission, core values, and ESG principles into our strategy provides the framework for responsible growth into the future.

We will use our collective talents and resources to **reduce the environmental impact of our operations** and **support our customers' goals**. We do this through operational efficiency improvements, reduced resource consumption, and minimization of waste.

On the front lines, our employees identify opportunities to improve our operational performance, while technical specialists explore new innovations and technology enhancements to support our customers' operational and sustainability goals. Our executive leadership team provides oversight and resources to support our sustainability program.



“We understand our responsibility and recognize that our future depends on the success of our employees and our customers, minimizing the use of natural resources, and being an integral part of our communities.”



Terry Fons
Vice President
Strategic Business Improvement

SUSTAINABILITY AT HYDRITE

STRATEGY

Our core values, along with a focus on what is materially important, plays a critical role in Hydrite's efforts to support sustainable growth.



Our People

Empowering employees to achieve health and safety goals through engagement and career development.

Our efforts are focused on:

- Safe workplaces
- Health and wellness
- Training and development



Our Environment

Minimizing our environmental footprint.

Our efforts are focused on:

- Energy conservation
- Water conservation
- Waste reduction and recycling



Our Customers

Providing creative products and solutions.

Our efforts are focused on:

- Product quality and safety
- Research and development
- Achieving customer operational and sustainability goals



Our Community

Supporting the communities in which we operate.

Our efforts are focused on:

- Children's & Family Needs
- Education
- Environment
- Local Needs

GOALS

Our mission is to achieve zero incidents and injuries through continuous improvement of our operational practices and processes where safety remains our top priority.

In 2022, we expect to drive a reduction of 220,000 kWh, save 130,000 gallons of water, and avoid 21,000 pounds of packaging waste.

We will continue to collaborate with partners who share the commitment to quality to accomplish sustainable objectives.

Our goal is to log 1,250 volunteer hours in 2022.



OUR PEOPLE

Empowering employees to achieve health and safety while supporting development.

OUR PEOPLE

“ All of this is possible with the excellence of our people, Hydrite’s greatest asset, who are the foundation and driving force of our success and our future. ” - R.C. Honkamp, Co-founder



Since our beginning in 1929, **our employees have been the driving force in our success.** We put our employees first and work to empower them. We strive to operate in a way that our employees feel safe, valued, and supported while working together to meet our shared goals. A robust safety program, extensive training opportunities, **expanded perks**, and a focus on bringing in the best talent contribute to our employees’ success.

Safety

Safety is a key part of our culture and permeates throughout our operations. We track a variety of leading and lagging performance indicators, evaluate risks, implement prevention measures, and plan for current and future initiatives. With input from human resources, operations, and recommendations from Hydrite’s Board of Directors, we branded *One Hydrite Safety* in 2021.

Safety Vision

Safety is an integral part of the culture at Hydrite. It is our collective responsibility to ensure a safe workplace for everyone at Hydrite.

Safety Mission

Achieve zero incidents and injuries through the continuous improvement of our operational practices and processes where safety remains our top priority.

Safety Values

- I am responsible for my own safety.
- I am responsible for my teammate’s safety.
- I will always wear my personal protective equipment.
- I accept feedback about my safety behavior.
- I accept the responsibility to take action when confronted with an unsafe situation.
- I will actively seek and participate in safety improvements.
- I will always follow the standard operating procedure.

Safety Metrics

Hydrite had its all-time best year from a Total Incident Rate (TIR) and Lost Work Incident Rate (LWIR) in 2020. Our performance in 2021 was our second-best year in 93 years of operation.

Currently, five Hydrite facilities have had more than 365 days of operation since their last OSHA recordable incident.

YEAR	TIR	LWIR
2020	1.04	0.73
2021	1.74	1.03



OUR PEOPLE

Safety

DRIVING *ONE HYDRITE SAFETY*

Hydrite's environmental, health, and safety team partnered with our human resources, transportation, risk, and sales departments to drive our *One Hydrite Safety* program to support our Safety Vision, Mission, and Values. This initiative requires our evaluation of individual department and site programs and developing and deploying best practices consistently across the organization. Examples include prescription safety glasses programs, hearing evaluations, respirator fit testing, contractor management, and partnering with field sales to provide effective personal protective equipment distribution.



STREAMLINED COMMUNICATION

Visual messaging and dashboards are used throughout Hydrite to easily communicate safety milestones, performance, goals, incidents, and improvements. Our Safety Vision, Mission, and Values also hang high on banners at each of our facilities and in the cabs of our fleet vehicles.

SAFE BEHAVIOR VISITS

The Safe Behaviors Visits Program is the foundation of Hydrite's approach to safety. The visits are collaborative and non-punitive and support employee awareness, engagement, and empowerment. The visits are an effective means to evaluate risk. Our visits, and the dialogue that follows, often serve to generate new projects that make a direct, positive impact on employee safety.

We are proud to have completed over 5,500 Safe Behavior Visits since the inception of our program in 2020.

OUR PEOPLE

Training & Development

Our company mission is to empower all employees to be accountable and responsible for their efforts and attitudes to guarantee 100% customer satisfaction. We support the continuous development of all employees. We encourage them to pursue educational and training opportunities that enhance their skills, knowledge, and abilities in their current job, while preparing them for future opportunities with the company.

All employees receive access to both our online interactive training system as well as internal and external classroom training. We also train our visitors and contracted partners, as appropriate, to promote safety and successful collaboration.



HYDRITE UNIVERSITY (HYDRITE U)

We believe that by investing in our people, we are investing in the future success of our organization. Hydrite U provides education for our employees on many topics critical to their success. Our curriculum includes training in safety, leadership, continuous improvement, emergency response, sales, and technical topics. For an even more robust and specialized learning experience, we offer tuition reimbursement for external training and coursework.



INTERN & CO-OP PROGRAM

We offer a variety of internship and co-op engineering opportunities for college students to **work alongside leaders and gain hands-on experience.** To offer a more impactful experience, we have added various events to connect students with peers and leaders in a variety of functional business areas.

In 2021, our program consisted of 26 students from nine universities, who trained in seven different disciplines. The students reported on their major projects, findings, and overall experience to more than 35 company leaders during our second-ever intern forum. We are fortunate to have such impressive talent and are excited to see what their bright futures hold.



OUR PEOPLE

Employee Engagement

We strive to make Hydrite's commitment to employee empowerment a differentiator.

HEALTH & WELLNESS

We are committed to providing resources and support for each employee to lead a longer, healthier, and happier life. We provide programs and activities that help support our employees and their families' health and well-being, including health assessments, wellness challenges, coaching, and counseling.

WELLNESS PROGRAM

We provide opportunities for employees and their families to engage in programs relating to nutrition, personal finance, home safety, exercise, gratitude, and restful sleep. Employees earn incentives through participation.



EMPLOYEE ASSISTANCE PROGRAM

We offer confidential counseling and services to support emotional well-being, as well as fitness and nutrition coaching and support.



DIVERSITY & INCLUSION

We believe diversity and inclusion **enhances our ability to provide creative solutions** for our customers, and we strive to **foster belonging and empowerment** in the workplace. Varied perspectives generate better ideas to solve complex problems of a changing - and increasingly diverse - world.

We have a desire to expand our work in the areas of diversity and inclusion and are currently developing long term goals.

OUR PEOPLE

Employee Engagement

BENEFITS

Medical
Dental
Vision
Flexible Spending
Paid Time Off
Life & Disability Insurance
Tuition Reimbursement
R.C. Honkamp Scholarship Program

Retirement Plans: 401(k) Match, Profit Sharing
Referral Bonus
Financial Planning Assistance
Adoption Assistance
Legal Services Insurance
Early Retiree Health Insurance
Leaves of Absence: Military Reserve Duty, Bereavement, Jury Duty

2021 RETIREES

We are appreciative of our retirees for their years of service. Our continued success is a result of their dedication and drive throughout their time at Hydrite. Our 2021 retirees had a combined 373 years of service with an average tenure of more than 19 years.





OUR ENVIRONMENT

Improving our environmental
footprint through reduced
resource consumption

OUR ENVIRONMENT



Our core values – **Integrity, Innovation, Quality, People, and Responsible Growth** – are integrated into our culture to promote responsible business operations and environmental stewardship.

We focus our efforts to minimize our environmental footprint with projects to reduce energy and water consumption and waste generation.

In 2021, we assessed our operations at each of our branches to obtain baseline data. This data will be used to identify improvement initiatives and set quantified environmental goals.

ENVIRONMENTAL SUSTAINABILITY POLICY

Hydrite is committed to environmentally sustainable operations consistent with both its corporate Mission and Quality Policy statements.

Hydrite operates in compliance with all local, state, and federal environmental regulations.

Beyond regulatory compliance, Hydrite employs innovative practices to promote environmental protection, preservation, and stewardship.



OUR ENVIRONMENT

Energy

We monitor energy consumption throughout our manufacturing and distribution operations. This data is used to identify key initiatives to reduce greenhouse gas emissions and energy consumption and to improve operational and fleet vehicle efficiencies.



LED LIGHTING

We continue to implement lighting upgrades to LED technology at our facilities that had less efficient fixtures. These projects provide immediate energy reductions and long-term cost savings. In 2021, lighting upgrades accounted for more than **200,000 kWh in energy savings**. This is equivalent to the carbon emissions from our entire truck fleet at our Visalia facility.



NEW OFFICE BUILDINGS

We built two new office buildings to support future growth, collaboration, and operational efficiency. In addition to our **new corporate headquarters**, a new office administration building was constructed at our location in Terre Haute that features an expanded training room, open office area, and upgraded amenities for our employees.



RENEWABLE ENERGY

We regularly evaluate renewable energy alternatives at our facilities and are in the midst of installing a solar array at our Visalia plant.



HEATING, COOLING, VENTILATION

Several upgrades were made to our office buildings to support energy efficiency and air quality.

Energy & Emissions Metrics

	2020	2021
DIRECT ENERGY USE (GJ)	587,603	542,916
INDIRECT ENERGY USE (GJ)	170,500	174,138
DIRECT EMISSIONS (MT CO ₂ e)	33,187	30,019
INDIRECT EMISSIONS (MT CO ₂ e)	28,908	29,450

“We believe our focus on regulatory compliance, along with environmental stewardship, will **ensure a sustainable future** for our organization, employees, business partners, and for the communities in which we operate.”

- **Jen Misiewicz, Corporate Environmental Manager**

OUR ENVIRONMENT

Water

As a company that operates in areas impacted by drought and water shortages, we recognize the importance of water protection and conservation. We seek to minimize the amount of water we consume and to make sure that the wastewater from our manufacturing operations meets all state and federal regulatory standards.

COOLING WATER

An operations team at our Terre Haute facility collaborated to redesign a cooler for product samples, reducing water use by over two million gallons per year. This was accomplished by installing an efficient refrigeration system rather than using a continuous cooling water process.

IN-LINE BLENDING

Campaigning and strategic scheduling offer advantages in water consumption by minimizing system cleaning between production runs. Our Oshkosh facility installed an in-line blending system for efficiency and to reduce the amount of water used for tank cleanouts. This improvement project reduced our water consumption by more than 500,000 gallons per year.

OFFICE UPGRADES

Our Visalia facility upgraded several water fixtures that reduced water consumption by approximately 100,000 gallons of water per year.

Water Metrics

	2020	2021
WITHDRAWAL (ML)	1,455	1,670
DISCHARGE (ML)	1,176	1,392
CONSUMPTION (ML)	279	277

WASTE

We continually look for opportunities to reduce the amount of waste we generate.

Our team of regulatory professionals, operations management, and engineers focus on process efficiency and waste minimization efforts to reduce our environmental impact.

To reduce the waste generated from single-use drinking cups, we supply employees with reusable cup alternatives to use throughout the workday and at home.



	2020	2021
HAZARDOUS CHEMICAL WASTE (MT)	9,173	10,471
NON-HAZARDOUS CHEMICAL WASTE (MT)	8,186	7,628



OUR CUSTOMERS

Providing creative products
and solutions to support our
customers' goals.



OUR CUSTOMERS

Hydrite is an environmentally responsible supplier of high quality, creative products for the business community. We are continuously seeking opportunities to collaborate with our customers to achieve their operational and sustainability goals and reduce their operating costs, while maintaining the quality of their product.

Product Quality & Safety

Through an extensive quality management system, Hydrite is committed to providing high quality, creative products that exceed customer expectations. This commitment requires a strong understanding of our customer's business, operations, and specifications.

HYDRITE QUALITY POLICY

Hydrite is committed to meeting the quality requirements and to exceeding the expectations of all customers.

As a food sanitation and ingredient industry partner, we have spent decades promoting the safe transfer of food from farm to table. In the late 1990s, we implemented Hazard Analysis Critical Control Point (HACCP) plans in all manufacturing and warehousing facilities. HACCP is a management system in which food safety is addressed through the analysis and control of biological, chemical, and physical hazards from raw material production, procurement and handling, manufacturing, distribution, and consumption of the finished product. More recently, we have obtained Safe Quality Food (SQF) certification at a number of facilities.

We are always working to further develop our equipment technology to meet the changing needs of customers. Our development of innovative tools for our customers and field employees, including real time data monitoring, demonstrates the company's dedication to helping enhance food safety.

The **RITE** Team™

Hydrite has a legacy of superior technical support for customers as well as internal employees. This support was recently formalized into **the RITE Team**: Real-time, Innovative, Technical, Expertise.

The RITE Team is composed of a group of 13 individuals with various backgrounds in food safety and quality. With over 300 years of combined experience, **the RITE Team** provides microbiological, chemical, and food safety support - enhancing the food safety culture both within Hydrite and externally to our customers. In 2021, **the RITE Team** conducted an estimated total of 2,960 hours of training and hundreds of hours of on-site technical support.

OUR CUSTOMERS

Creative Products & Services

We pride ourselves on helping our customers achieve their operational and sustainability goals. Our technical personnel, including **the RITE team**, not only provide training and technical support, but also partner with customers to find effective and creative products and solutions to improve performance and reduce costs. We help our customers accomplish their goals through entrepreneurial application of our broad chemical and applications expertise as well providing our technical expertise and training.

In 2021, we were able to help our customers reduce the need for **360MM gallons of water.**



VOC REDUCTION

We offer a variety of **bisulfite solutions** and sulfur derivatives that are effective in the removal of volatile organic compounds (VOCs) such as acetaldehyde from carbon dioxide gas streams from fermentation processes, specifically in the biofuels industry.



WATER CONSERVATION

With plant sanitation in mind, we offer **single phase sanitation products** that provide optimal results with a reduction of water consumption.



BIODEGRADABILITY

Our PAA products quickly **degrade into non-harmful byproducts**: acetic acid (a component found in table vinegar) and water. The residual acetic acid eats away at any inorganic scale and then breaks down into carbon dioxide and water.



ENERGY CONSERVATION

To reduce heating requirements, we offer a variety of products that can be used at **low operating temperatures** while maintaining performance.



WATER QUALITY

Water quality is crucial. We offer **non-phosphate surfactants and additives, low sodium cleaning products, and foam suppressors.**



ODOR CONTROL

Our **odor control products** are effective in controlling and eliminating odors in municipal and industrial applications.

OUR CUSTOMERS

Creative Products & Services



Environmental Services

Solvent recycling offers a sustainable option to manage solvent waste for beneficial reuse. For over 40 years, our Cottage Grove facility has been actively recycling solvents for our customers. We also provide environmentally responsible waste disposal services.



RITE-Site™

The Commercial Technology and the **RITE Team** use an innovative assisted reality to support remote field work. To ensure we maintained a high-level of service during the height of the pandemic, we began utilizing assisted reality goggles to remotely access customer sites as if we were there in person.

Hydrite Membrane SLM™ (Soil Load Measurement)

SLM™ is a method for analyzing a wide variety of cleaning steps, including Clean-in-Place (CIP) and membranes, and to provide data regarding process time, chemistry, energy, and water use. In-depth analysis of CIP samples determines how specific systems remove soil in each wash. The testing targets soil markers at specific time points to generate a “map” of how soil accumulates. This map can reduce water and energy through the combination or elimination of inefficient wash steps, through reducing amount of material used, and through optimizing with a reduced temperature.

SUCCESS STORY

One of Hydrite’s food industry sales representatives recently collaborated with a fruit producer on a continuous improvement project. With his industry expertise and collaboration with our customer, the equipment upgrades led to the customer reducing the use of

24.5 million gallons of water and saving \$110,000 per year



OUR COMMUNITY

Supporting the communities
in which we operate.

OUR COMMUNITY

Hydrite Helps

The story of the 2021 Hydrite Helps program was one of adaptation and resilience.

Faced with several new COVID-19 variants, a historically tight labor market, and growing demand for our products, we determined that we would need a new approach to our Hydrite Helps program if we were to continue to make a significant impact.

Volunteer opportunities were limited, so in 2021 we turned our focus to charitable giving. Our efforts concentrated on our core giving program pillars: education, environmental stewardship, and children's and family needs. With these giving priorities in mind, we developed new relationships with non-profits. We are excited about these new partnerships and look forward to making a positive impact for years to come.



We are proud to share the following highlights from our charitable giving and volunteer activity at each of our locations:



COTTAGE GROVE

- Led a clean-up event for Adopt-a-Highway
- Completed an aquatic habitat restoration project for the Clean Lakes Alliance
- Charitable Contributions: Catholic Charities' the Beacon, SPASD Nutrition Hunger Heroes, Second Harvest Foodbank



CORPORATE OFFICE

- Completed a room renovation project for a child fighting leukemia with Special Spaces
- Completed an invasive species removal project on several acres of oak savanna for the Urban Ecology Center
- Built and planted raised garden beds for Sharp Literacy/Silver Spring Neighborhood Center
- Sent a team (the Hydrite Beakers) to participate in the American Lung Association's Fight for Air Climb
- Donation Drives: Milwaukee Diaper Mission, Literacy Services of Milwaukee
- Charitable Contributions: Children's Hospital of Wisconsin, Feeding America Eastern Wisconsin, Hunger Taskforce, Milwaukee Public Museum

In 2021, Hydrite logged over **550** volunteer hours.

OUR COMMUNITY

“We are proud of the growth of our Hydrite Helps program and in particular the people working as part of our local teams. Employees at all our locations were involved in the program and in their local communities in 2021 despite the challenges of the past two years.”

- John Honkamp
Chairman of the Board



LA CROSSE

- Donation Drives: Toys for Tots, Onalaska Public Library
- Charitable Contributions: Wafer of La Crosse, Children’s Miracle Network, the Mississippi Valley Conservancy



LUBBOCK

- Packed and delivered Easter baskets to local senior citizens
- Provided well-stocked backpacks to kids at a local elementary school
- Charitable Contributions: Texas Children in Nature Network, Salvation Army, Lubbock Independent School District



MILWAUKEE

- Donation Drives: United Way, Versiti (three separate blood drives)
- Charitable Contributions: Hunger Taskforce, Feeding America Eastern Wisconsin, Urban Ecology Center, Milwaukee Riverkeeper



OSHKOSH

- Worked with the Oshkosh Fire Department on Hazardous Materials training
- Charitable Contributions: Oshkosh United Way, Wisconsin DNR Conservation Fund



“I like the Hydrite Helps program because each branch has its own team to plan volunteer events and to make donations. Since each branch has its own team and budget, we get to select organizations that are important to our employees. This year we have events planned with Hunger Task Force, Habitat for Humanity, the Wisconsin Humane Society, a local neighborhood center, and a few more.”

- Claire Everson, Sr. Product Development Chemist - Industrial Products

OUR COMMUNITY



“Through our Hydrite Helps program, we partner with our employees and community organizations to **make a direct impact** on issues of local concern. We look to grow that impact each year.”

- **John Richter, Director of Sustainability and Strategic Community Partnerships**



TERRE HAUTE

- Donation Drives: Vigo County Schools, Catholic Charities, Versiti
- Charitable Contributions: ReThink, Inc., Catholic Charities of Terre Haute



UNIVERSITY PARK

- Donation Drives: Township of Monee Food Pantry
- Charitable Contributions: Crete-Monee Early Learning Center, Illinois Department of Natural Resources



VISALIA

- Visalia Emergency Aid Council
- Donation Drives: Read for Life, Community Services Employment Training
- Charitable Contributions: Visalia Emergency Aid Council, Community Services Employment Training, and Read for Life



WATERLOO

- Donation Drives: Toys for Tots
- Charitable Contributions: Boys and Girls Club, Northeast Iowa Food Bank, House of Hope



HIGHLIGHTED COMMUNITY PARTNER

Through its support of a network of 400 pantries and meal programs, Feeding America Eastern Wisconsin works to ensure that its neighbors-in-need across 35 eastern Wisconsin counties know where their next meal will come from. Hydrite has been proud to support Feeding America Eastern Wisconsin since 2000. Over that time, Hydrite and its employees have provided **625,200 meals** to feed people facing hunger in our community.

ABOUT THIS REPORT

Fair Business Practices

Our business is built on the principle of fair dealing and ethical conduct. Hydrite's reputation for integrity and excellence has been built by our employees complying with Hydrite policies and applicable law.

Commitment to Transparency

We regularly engage with our key stakeholders to understand their perspectives on the importance and management of a variety of environmental, social, and governance issues. We also communicate sustainability performance to our customers through our sustainability report and other reporting platforms. Routine reporting allows us to monitor performance, connect with our partners, benchmark our efforts, and discover additional opportunities for improvement.

Reporting Information

This is Hydrite's second sustainability report. A previous report was published in May 2020. Unless otherwise noted, this report reflects information and data from our manufacturing, distribution, and transportation operations from a period from January 1, 2021 to December 31, 2021. This information was collected across all nine manufacturing sites and one technical center.

Page 16. Some internal diesel fuel transactions and purchases were not included in last year's reporting. The 2020 direct energy use and direct emissions now reflect this addition.

Page 16. Energy consumption reflects operations from manufacturing, distribution, and transportation. Other activities are not included. Direct energy consists of natural gas and other fuels, and indirect energy consists of purchased electricity. A location-based accounting method was used to report all greenhouse gas emissions. CO₂e is calculated with guidance from the [EPA's Emission Factors for Greenhouse Gas Inventories](#).



Great Teams Start with
Good Chemistry